

Total No. of Printed Pages—4

5 SEM TDC HRD 4 (Sp)

2 0 1 5

(November)

COMMERCE

(Speciality)

Course : 504

(Human Resource Development)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Write True or False :

1×8=8

- (a) The main aim of HRD is to bring about an all-round development of the people in the organization.
- (b) HRD is needed to develop competencies in terms of knowledge, skills and attitudes of the employees.
- (c) HRD audit creates HR problems and reports generated out of such audits will not be useful.

- (d) Learning leads to change in human behaviour.
- (e) Strategic HRD involves in formulating both HRD policy and corporate policy simultaneously.
- (f) Larsen & Toubro is the first Indian industry to start an integrated HRD system in the year 1975.
- (g) The transferring of executives from job to job and from department to department is called promotion.
- (h) Training is an act of increasing the knowledge and skill of an employee for doing a particular job.

2. Write short notes on any *four* of the following : 4×4=16

- (a) Apprenticeship training
- (b) Scope of HRD
- (c) HRD audit
- (d) Management development
- (e) Impact of technological changes on HRD
- (f) Industrial relation

3. (a) Define HRD. Explain its objectives.

3+8=11

Or

- (b) Briefly outline the growth of HRD in India.

11

4. (a) Explain the role of line managers in HRD system.

11

Or

- (b) Discuss the effect of HRD culture and climate on employees' performance.

$5\frac{1}{2}+5\frac{1}{2}=11$

5. (a) Discuss the principles of strategic HRD. 11

Or

- (b) What do you mean by strategic HRD? Explain its components.

3+8=11

6. (a) What is training? Discuss various needs of training in an industrial organization.

3+8=11

Or

- (b) Briefly discuss the steps involved in organizing a training programme effectively in a large organization.

11

(4)

7. (a) Explain the concept of learning.
Describe the important steps involved in
learning process. 4+8=12

Or

- (b) Describe the steps involved in career
planning. 12

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